Code of Conduct

Science is hard, and the work of making sure science isn't harder than it needs to be is on all of us. We create the culture of our group, and in the Frese lab, the culture we choose to create is inclusive. This document is intended to be a growing document that learns and gains from input from the team. Please contact Dr. Frese with suggestions for improvement.

We value the participation of every member of our community and want to ensure an that every lab member and collaborator has a positive, educational experience unhindered by unnecessary challenges caused by non-inclusive behavior. Accordingly, everyone who participates in any Frese Lab project is expected to show respect and courtesy to other community members at all times.

Steve Frese, as head of the Frese Lab, and all lab members, are dedicated to a ***harassment and discrimination-free experience for everyone.*** Discrimination or harassment based on racial or ethnic background, citizenship status, religion (or lack thereof), political affiliation, gender identity/expression, sexual orientation, dis/ability status, appearance or body size will not be tolerated. **We do not tolerate harassment or discrimination by and/or of members of our community in any form**.

We are particularly motivated to support new and/or anxious collaborators, people who are looking to learn and develop their skills, and anyone who has experienced discrimination in the past.

To make clear what is expected, we ask all members of the community to conform to the following Code of Conduct.

- All communication - online and in person - should be appropriate for a professional audience including people of many different backgrounds. Sexual or discriminatory language and imagery is not appropriate at any time.

- Be kind to others. Do not insult or put down other contributors.

- Behave professionally. Remember that harassment and sexist, racist, or exclusionary jokes are not appropriate.

- Please make an effort to make an inclusive environment for everyone. Give everyone a chance to talk and an opportunity to contribute.

- Watch out for [microaggressions](). **Be aware that your actions can be hurtful to others or contribute to a negative environment even if you had no intent of harm.** Listen. Offer a genuine apology. Commit to learning and doing better.

Unacceptable behavior includes offensive verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of discussions, inappropriate physical contact, and unwelcome sexual attention.

Participants asked to stop any harassing or discriminatory behavior are expected to comply immediately.

Members of the community who violate these rules - no matter how much they have contributed to the Frese lab, or how specialized their skill set - will be approached by Dr. Frese. If inappropriate behavior persists after a discussion with Christie, the issue will be escalated according to procedures laid out by the relevant entities in in the University of Nevada Reno's statement of Diversity, Equity, and Inclusion.

To report an issue please [contact Steve Frese.]() All communication will be treated as confidential.

Dr. Frese owes a great debt to the [Kohl lab]() at the University of Pittsburgh which inspired this document. It is derived from "[Whitaker Lab Project Management]()" by Dr. Kirstie Whitaker and the Whitaker Lab team, used under CC BY 4.0. Bahlai Lab Code of conduct is licensed under CC BY 4.0 by Dr. Steven Frese